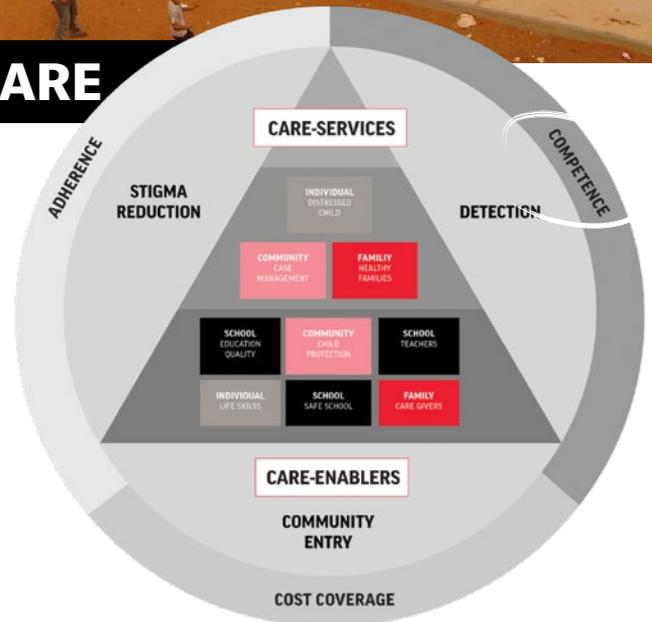


**AIMS**

- To develop a tool which will serve to assess whether frontline workers in areas affected by armed conflict have sufficient competencies to provide effective support to children. The tool will encompass three programme sectors - education, child protection and psychosocial support.
- To evaluate the tool through research - and learn how we can use it to further uphold the delivery of high quality care across all War Child programmes.

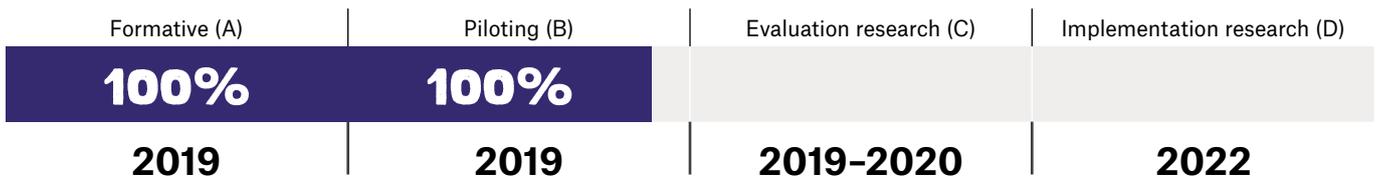
**CARE**



**ACHIEVEMENTS**

- An assessment tool has been designed to evaluate the common competencies necessary for working with children in the three identified programme sectors.
- We have undertaken an innovative approach towards testing the tool. This approach will see a theatre group demonstrate common situations in humanitarian work - and these vignettes will be analysed and discussed by frontline workers. These vignettes have already been developed in collaboration with a theatre group in Gaza.

**PROGRESS**



**FUNDING**



## WHY

It is essential that frontline workers have the correct personal and professional competencies to work with children - both in order to provide quality care and minimize the risk of doing harm. Yet measurement tools to assess these competencies across humanitarian sectors are scarce - which is why we are working to develop and test the WE ACT tool.

## HOW

The tool measures common competencies required for anyone who works to provide care for children in a humanitarian setting - such as social workers, facilitators and programme support staff. The tool will be utilized to select and screen candidates who want to work with War Child; to train and evaluate trainers; and more generally to monitor programme delivery. The competencies of individual staff will be measured against a scale that runs from 'doing harm' to 'proficiency'.

## PROCESS

### A Formative

- Conduct systematic scoping review to identify available evidence to support the development of the tool
- Conduct survey to be sent to all representatives of all Sector Networks in order to rank the 46 competency categories that make up the measurement criteria
- Finalize draft measurement tool with scoring format drawing on findings of several stakeholder workshops

### B Pilot

- Pilot-test protocol completed and accepted by Helsinki Ethics Committee in Gaza
- WE ACT tool finalized and translated to Arabic ahead of testing
- Feasibility study - encompassing reliability and relevance - conducted and analysed in Gaza

### C Evaluation

- Develop intervention manual for dissemination as part of Inter-Agency Network for Education in Emergencies toolkit
- Conduct applicability study to assess that a higher competency score on the tool's measurement criteria results in improved intervention outcomes for participants

## PARTNERS & DONORS



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World Health  
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**WAR**  
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